

Board Remuneration Policy

(Board/Committees' Meeting Fees and other Related Expenses)

Askari General Insurance Company Limited

1. Introduction – Objective & Scope

Preamble:

1.1 It is the responsibility and authority of the board of directors to have in place a formal policy and transparent procedure for fixing the remuneration packages of individual directors for attending meetings of the Board and its Committees and performing of extra services, including the holding of the office of Chairman; the Board of agico is therefore pleased to formulate following policy for implementation with immediate effect.

Scope:

- 1.2 All members of the Board, other than the President & Chief Executive, of Askari General Insurance Company Limited (**“agico”**) shall be covered under this policy.
- 1.3 This Remuneration Policy (**“Policy”**) is intended to prescribe the methodology for the determination of the remuneration of the members of the Board of Directors of agico and its committees.
- 1.4 The process adopted for the determination of Director’s remuneration shall adhere to the requirements set forth in Regulation 16 of the Listed Companies (*Code of Corporate Governance*) Regulations, 2019, Section 170 of the Companies Act, 2017 and Clause 64 of the Company’s Articles of Association.

2. Mechanism/Basis for Determining Directors’ Remuneration

- 2.1 The remuneration of directors shall be structured based on the consideration of the followings factors to ensure fairness, transparency, and competitiveness:
- 2.2 Ensures alignment with industry standards and competitiveness in remuneration.
- 2.3 Remuneration shall be proportionate to the roles, responsibilities, and expertise.

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- 2.4 Encourages accountability and contribution to company success.
- 2.5 Directors' remuneration may be linked to key performance indicators (KPIs).
- 2.6 A predetermined fixed fee shall be set for attending board and committee meetings as recommended by the Board and approved by the Shareholders in the AGM.
- 2.7 The Board shall from time to time, determine and recommend, based on the recommendation of the Ethics, Human Resource and Remuneration Committee (EHR&RC), such level of remuneration for the members of the Board and for the members of the Committees of the Board as determined by it to be an adequate measure of respective remuneration.

3. Meeting Fee

- 3.1 The meeting fee is specified in the clause 64 of the article of the association which is reproduced below;
 - The directors, including the Chairman will be eligible to receive an amount of Rs. 50,000/- for attending one meeting of the Board of directors.
 - The directors, including the Chairman will be eligible to receive an amount of Rs. 35,000/- for attending one meeting of the Committee of the Board of directors.
- 3.2 No Director is entitled to receive a fee for attending the Annual General Meeting (AGM) of the Company.
- 3.3 All fees will be paid in Pak Rupees to the directors through cash/designated bank account after deduction of applicable taxes.
- 3.4 Relevant clause 64 of the Article of Association will be amended as and when desired upon the change in the Directors fee by the Board of Directors.

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4. Travelling, Boarding & Lodging

- 4.1 The traveling, boarding/lodging and all other expenses incurred by a Director for attending the Board and/or its Committee meeting(s) shall be paid/reimbursed by the Company.
- 4.2 The hotel stays and all related expenses during the stay of a director, for attending Board and/or its Committee meeting(s), will be paid/reimbursed by the Company.

5 Consultancy or Allied Work

- 5.1 No consultancy or allied work shall be awarded to a Director or to the firm(s), institution(s) or company(ies) etc. in which he/she individually and/or in concert with other Directors of the same Company holds substantial interest in creating conflict of interest.

Recommendation for Amendments:

- 5.2 The EHR&R Committee of the Board may review and re-evaluate this policy from time to time, as and when it may deem fit, and may recommend any change or improvement in it to the Board for its review and approval.

Approval:

- 5.3 This policy has been approved by the Board of Directors of agico in its meeting held on **18-03-2025**